

Introduction to Supervision in Education

SHARON HAND

SAFEGUARDING NETWORK

Confidence in Safeguarding

Designated Safeguarding Leads have more to do and often less time to do it in. We help by collecting the resources you need into one place with expert advice. Join up with other DSLs to access training resources for your staff, audit tools and more.

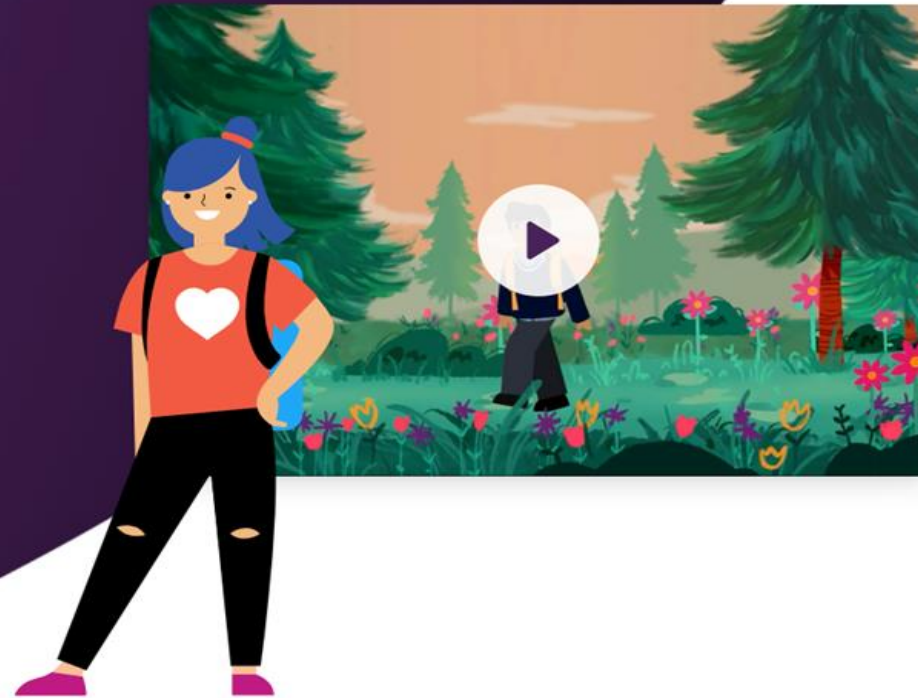
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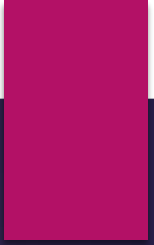


Who are we...?

Emotional Health...

“...is about how we think and feel. It is about our sense of wellbeing, our ability to cope with life events and how we acknowledge our own emotions as well as those of others”

Samaritans, DEAL resources



The Centre for Mental Health and the Children and Young People's Mental Health Coalition published *'Making the Grade – How education shapes young people's mental health'* in November 2019 and noted that:

“There is often little support and supervision offered to teachers for their own wellbeing and mental health. Approaches to improving mental health and wellbeing in educational settings must urgently consider support for professionals”

Compassion fatigue

- Secondary/vicarious trauma
- Reduction in capacity to bear any more suffering
- Element of burnout – emotional exhaustion
- Sadness/depression/anxiety
- Difficulty sleeping
- Overload
- Lose objectivity and ability to help
- Can become isolated from support

Impact on children and families

- Decreasing ability to provide quality support and increase in 'professional dangerousness'
- Minimising or trivialising distress/not acknowledging things said
- Avoiding asking further questions/following up on concerns
- Missing appointments
- Depersonalising/objectifying others
- Reduction in empathy and increased emotional detachment
- Increased poor assessments, minimisation of risk and dangerous decisions

What is Supervision?

- At its core, safeguarding supervision is about **improving the lives** of the children and young people we work with, by making sure staff within the organisation are appropriately supported
- Whilst safeguarding supervision has been recognised for its value in other professions for years, many education settings do not have this valuable **support structure** in place
- The absence, irregularity or quality of supervision is **repeatedly highlighted in child safeguarding practice reviews**. Staff are found working in isolation, not following procedures, not documenting their work and not linked to the leaders in their organisations

What is Supervision?

“An accountable process which supports, assures and develops the knowledge, skills and values of an individual, group or team. The purpose is to improve the quality of their work to achieve agreed outcomes”

Safeguarding Supervision Framework from CWDC (2007)

“Supervision is a process by which one worker is given responsibility by the organisation to work with another worker in order to meet certain organisational, professional and personal objectives which together promote the best outcomes for service users”

Morrison T. (2005)

The benefits of supervision

- It ensures that staff feel supported and keeps them **emotionally healthy** in their roles
- Offers a vital channel of **communication**
- Opens up conversations around **challenge** and issues with feeling stuck with a situation
- Helps signpost staff to further **support**
- Supports **ongoing learning and development**
- Offers a **reflective space** to celebrate successes and share **good practice**
- Supports **problem solving**

Good supervision should...

- Occur regularly
- Be in a safe environment
- Be based on a respectful relationship
- Follow a process which is understood and valued and is embedded in the organisation's culture

Lambley, S. and Marrable, T. (2013)

Four stakeholders in supervision	Four functions of supervision	Four elements of the supervisory cycle
People who use services	Management	Experience
Staff	Support	Reflection
The organisation	Development	Analysis
Partner organisations	Mediation	Action planning

Morrison's 4 x 4 x 4 model

Management

Development



Mediation

Three vital questions...

1. Where are you putting your focus?

Are you focused on problems or outcomes?

2. What actions are you taking?

Are you merely reacting to the problems of the moment or taking creative action (including problem solving) in service to improve/drive/understand outcomes?

3. How are you relating?

How are relating to others, your experience, and yourself?

Are you producing or perpetuating drama or empowering others and yourself to be more resourceful, resilient and innovative?

Passion driven, Outcome focused...

By focusing on outcomes rather than processes, professionals and supervisors can keep the focus of their work, and their supervision, on the child





Thinking of joining us?

Safeguarding Network offers several types of membership to suit different needs, pick the one that suits your needs the best.

BECOME A MEMBER

Our termly membership price will be increasing slightly to **£109+VAT** on the 1st of September. Maintain our great termly price of **£99+VAT** by subscribing to our annual membership. If you are interested in switching your current termly membership to annual, please get in contact with us via contact@safeguarding.network.



Arrange supervision with Safeguarding Network

Supervision can be provided to designated safeguarding leads, deputies and other staff on both an individual or group-based arrangement.

We recommend supervision of 1 to 1.5 hours, ideally half-termly, but the frequency and duration depend very much on your setting and are negotiated with you.

Safeguarding Network staff have extensive experience in supervision and are regularly commissioned by organisations to deliver safeguarding supervision training to staff.

We provide a consistent, knowledgeable response through highly experienced leaders with schools, social care, regulatory and safeguarding expertise.



Safeguarding Supervision

Cost - £199+VAT for members, £249+VAT for non-members - Book 5 places and get your 6th free!

This 12-hour course helps structure and approach supervision using an established supervision model to empower staff and focus on the experience and progress of young people. Designed by highly experienced senior managers, the course addresses key dilemmas in balancing the needs of the organisation, the employee and the young people to create a different kind of conversation which both supervisees and supervisors find effective.

Dates

Date	Instructor	Venue	
21st Feb, 2024 - 16:00	Kat Aukett	zoom	Fully Booked
17th Apr, 2024 - 13:00	Kat Aukett	zoom	Book



Safeguarding & Mental Health Conference 2024

Hosted by [Safeguarding Network](#) in partnership with [Anna Freud](#)

📍 Portland Street, Manchester 📅 10th July 2024

Safeguarding Network, in partnership with Anna Freud are hosting our first conference on the interplay between mental health concerns for young people and the duties on education settings to keep them safe. Through in-depth keynotes and a selection of specialist workshops we will explore the mental health landscape in England and ways in which we can all work together to feel more inclusive of everyone, whether working in a school or other organisation.

[Book your place](#)





Thank you!



**For more
information
speak to us
today on the
Safeguarding
Network stand**



<https://safeguarding.network>